

Message Text

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PAGE 01 MONTRE 01024 172143Z

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ACTION IO-10

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TO SECSTATE WASHDC 6403

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FROM USREP ICAO

E. O. 11652: N/A

TAGS: PORG, EAIR, ICAO

SUBJ: ICAO - COUNCIL CONSIDERATION, CONDITIONS OF SERVICE

GENERAL SERVICES STAFF (C-OB 85/5)

REF: A) STATE 133440; B) STATE 137696; C) MONTREAL 1002

1. RE CWP 6196 AND 6178 PER INSTRUCTIONS REFTEL (B) USREP MADE LAST MINUTE EFFORT CONTACT KEY REPS RE US CONCERN COMMON SYSTEM APPROACH ON SALARY INCREASES AND ANNUAL LEAVE. NO RPT NO COUNCIL REPS HAD INSTRUCTIONS, NONE WERE CONCERNED, SEVERAL HAD NOT READ PAPERS THOROUGHLY (SELDOM DO ON PERSONNEL ISSUES) AND THE FEW WHO TRADITIONALLY INTERVENE REGARDING CONDITIONS OF SERVICE DECISIONS COULD NOT SHARE DEGREE OF US CONCERN RE PARA 11 CWP 6196 ON ANNUAL LEAVE.

2. DISCUSSION WAS MINOR. USREP MADE GENERAL STATEMENT PER PARA 1 REFTEL B AND SUBSEQUENTLY AS PRES/COUNCIL MOVED THROUGH ACTION PARA 45 CWP 6178, USREP READ OR PARAPHRASED MOST POSITIONS IN REFTEL (A).

3. RE PARA 9, REFTEL (A) AND COMPREHENSIVE SURVEY/COMMON SYSTEM APPROACH TO ANNUAL LEAVE AND OTHER INCREASED BENEFITS, LIMITED OFFICIAL USE

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PAGE 02 MONTRE 01024 172143Z

USREP EXPRESSED STRONG OPPOSITION. UKREP HAD INFORMALLY

AGREED TO SUPPORT US PROPOSAL AGAINST INCREASING ANNUAL LEAVE BUT PROCEDURALLY THIS APPROACH WAS NOT POSSIBLE BECAUSE CANADIAN REP (CHAIRMAN WG CONDITIONS SERVICE) IN PRESENTING 6196 HAD MADE FORMAL PROPOSAL TO APPROVE RECOMMENDATIONS IN ACTION PARAS. HIS FORMAL PROPOSAL WAS SECONDED BY INDONESIA AFTER FRG REP CALLED FOR FORMAL VOTE (UNFORTUNATELY). VOTE WAS 20 FOR, 2 AGAINST (US, FRT), WITH 7 ABSTENTIONS, UK, SWEDEN, FRANCE, MEXICO, ARGENTINA, COLOMBIA, USSR. IN RESPONDING TO US INTERVENTIONS AGAINST COMPREHENSIVE SURVEY/COMMON SYSTEM APPROACH ON ANNUAL LEAVE, SECRETARIAT AND INDONESIAN REP POINTED OUT THAT COMMON SYSTEM ITSELF DIFFERENTIATES BETWEEN REMUNERATION BENEFITS AND "SOCIAL BENEFITS" SUCH AS ANNUAL AND SICK LEAVE AND INDICATES THE LATTER SHOULD BE STANDARD THROUGHOUT THE COMMON SYSTEM. IT WAS POINTED OUT THAT THE 225 GS EMPLOYEES IN ICAO ARE THE ONLY GROUP AMONG 25 THOUSAND IO GS EMPLOYEES THAT DO NOT HAVE THE UNIFORM SIX WEEKS ANNUAL LEAVE FORMULA.

4. RE ITEM I ON SALARY INCREASE (REF PARA 3 REFTTEL (A), WHEN US REQUESTED THAT DATA BASE BE ENLARGED IN FUTURE, SECRETARIAT AGREED BUT POINTED OUT THAT THE NEXT YEAR THE NEW ICC (INTERNATIONAL CIVIL SERVICE COMMISSION) "WILL TAKE CARE OF THIS".

5. REGARDING ITEM 6 INCREASE IN DEPENDENCY ALLOWANCES, RE PARA 8 REFTTEL (A), UNFORTUNATELY US POSITION UNSOUND BECAUSE REFERENCE TO "COLLEGE" IS NOT COLLEGE IN US SYSTEM BUT CEGEP, THE TWO-YEAR JUNIOR COLLEGE REQUIRED BETWEEN 3-YEAR HIGHSCHOOL AND 3-YEAR UNIVERSITY.

6. CWP 6178 WAS AIRMAILED MAY 16. UNFORTUNATELY US POSITION WAS NOT RECEIVED UNTIL JUNE 10 AND INSTRUCTIONS TO CONSULT AND REPORT NOT RECEIVED UNTIL JUNE 13 (FRIDAY BEFORE MONDAY CONSIDERATION OF ITEM). HOWEVER, USREP DOUBTS THAT ANY MEANINGFUL, EFFECTIVE OPPOSITION COULD HAVE BEEN ORGANIZED SINCE REPS GOVERNMENTS ARE NOT CONCERNED AND THEY COULD NOT UNDERSTAND WHY ICAO'S 225 GS EMPLOYEES SHOULDN'T HAVE SAME LEAVE AS OTHER 25 THOUSAND.

7. USREP FEELS OBLIGED TO ONCE AGAIN EXPRESS SERIOUS CONCERN ABOUT PARTICIPATION CANADIAN REP. USREP ENDEAVORED TO OBTAIN BACKGROUND FROM WORKING GROUP WHICH HE CHAIRS AND TO OBTAIN LIMITED OFFICIAL USE

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PAGE 03 MONTRE 01024 172143Z

CANADA SUPPORT ON BASIC ISSUE. HE MADE IT CLEAR THAT BOTH AS CHAIRMAN, WORKING GROUP CONDITIONS SERVICE AND AS CANADIAN REP, HE CONSIDERS HIS PRIMARY RESPONSIBILITY TO SUPPORT, DEFEND AND OBTAIN AS MUCH AS POSSIBLE FOR THE 80 PERCENT CANADIANS THAT MAKE UP THE GS STAFF OF ICAO. APPARENTLY IT HAS NEVER OCCURRED TO HIM THAT AS CHAIRMAN OF THIS IMPORTANT WG HE SHOULD ASSUME SOME USEFUL DEGREE OF OBJECTIVITY. HE APPARENTLY ASKED TO CHAIR THE WG AND DID SO FOR VERY DEFINITE REASONS. WHEN USREP MENTIONED

DELIBERATIONS IN UN NEW YORK ON BASIC ISSUE OF COMPREHENSIVE
SURVEY/COMMON SYSTEM APPROACH, HE TOSSED IT OFF IMPATIENTLY
AND SAID THAT HIS GOVT'S POSITION IN ICAO WAS NOT WITH THE US
ON THIS MATTER. HIS PRIMARY INTEREST AS REPORTED ELSEWHERE IS
IN QUEBEC AND FRENCH-SPEAKING CANADA'S ROLE AS HOST TO AN
INTERNATIONAL ORGANIZATION.
HARPER

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